



*Painted by Rupert Shepherd.*

**A**LBERT PHILLIPS was born at Trelash in Cornwall forty-seven years ago. At the age of sixteen he joined the Royal Navy, but after serving with the Grand Fleet from 1914-18 and in the West Indies until 1921, he was invalided out of the service. In 1923 he entered the chemical industry as a crane driver but in 1944 was appointed secretary to some fourteen Works Production Committees which had been set up in all sections of the factory as sub-committees of the Works Council. Such Councils exist throughout

I.C.I. factories. They are composed of equal numbers of management and employees, and their function is to promote that spirit of co-operation without which no works can be either efficient or happy. The variety of matters dealt with is wide, ranging from accident prevention to the erection of cigarette kiosks: from publicity for sun-ray treatment to improved methods of working. The Committees to which Mr. Phillips is secretary deal with similar matters at departmental levels, and the post is one for which he has exceptional qualifications. As a lifelong Trade Unionist and president of the local Co-operative Society he enjoys the complete confidence of his workmates. As an employee with twenty-two years service he enjoys the confidence and respect of the management. There is no doubt that Mr. Phillips did a fine job during the war in helping the smooth working of a key industry. The change-over to peace conditions and the years that will follow will pose problems no less difficult, and will certainly not diminish the importance of Works Councils in the efficient functioning of the chemical industry.



**Ici.**

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